

From: Mark Floyd
To: Sarah Sloyan; Armando Lopez; Jennifer Sievertsen; Committee - HR
Cc: Dave Ramsey; Michael Finney
Subject: RE: Sensitive Information
Date: Thursday, June 18, 2020 5:17 47 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)

Totally classless on her part. And yes, I agree there's precedent (a/k/a principles and values) for how we handle this....what Jen said.

From: Sarah Sloyan <sarah.sloyan@daveramsey.com>
Sent: Thursday, June 18, 2020 4:52 PM
To: Armando Lopez <armando.lopez@daveramsey.com>; Jennifer Sievertsen <jennifer.sievertsen@daveramsey.com>; Committee - HR <HRCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>; Michael Finney <Michael.Finney@daveramsey.com>
Subject: Re: Sensitive Information

I agree with Jen's thoughts.

From: Armando Lopez <armando.lopez@daveramsey.com>
Date: Thursday, June 18, 2020 at 4:50 PM
To: Jennifer Sievertsen <jennifer.sievertsen@daveramsey.com>, Committee - HR <HRCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>, Michael Finney <Michael.Finney@daveramsey.com>
Subject: Re: Sensitive Information

She sent me the email only. I agree with handling the same way we have in the past.

Armando Lopez | Executive Director of Human Resources

Ramsey Solutions
1011 Reams Fleming Blvd
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P: 615.614.4263 | C: [REDACTED]

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From: Jen Sievertsen <jennifer.sievertsen@daveramsey.com>
Date: Thursday, June 18, 2020 at 4:18 PM
To: Armando Lopez <armando.lopez@daveramsey.com>, Committee - HR <HRCCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>, Michael Finney <Michael.Finney@daveramsey.com>
Subject: Re: Sensitive Information

Did she talk to you or just email this on her way out the door today? We've dealt with this before and I think we should handle it exactly the same way. Lots of grace, lots of generosity, but our core values and what they stand for are clear.

From: Armando Lopez <armando.lopez@daveramsey.com>
Date: Thursday, June 18, 2020 at 4:46 PM
To: Committee - HR <HRCCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>, Michael Finney <Michael.Finney@daveramsey.com>
Subject: FW: Sensitive Information

Just wanted all of you to have this ASAP.

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From: Caitlin Eastwood <caitlin.eastwood@daveramsey.com>
Date: Thursday, June 18, 2020 at 4:44 PM
To: Armando Lopez <armando.lopez@daveramsey.com>
Subject: Sensitive Information

I needed to let you know that I'm 12 weeks pregnant. I understand that being unmarried and expecting is frowned upon here, but the reality of the situation is this is what I'm walking through right now. This is obviously uncharted territory for me so I'm not sure what my next steps are regarding sharing the news with my leader, getting FMLA & ADA paperwork incase it's needed in the future, etc. I'm OOO Fri 19th & Mon 22nd but will still be checking email periodically so if this needs to be discussed in further detail please feel free to shoot me an email.

Caitlin Eastwood | Technology Assistant

Ramsey Solutions
1011 REAMS FLEMING BLVD
FRANKLIN, TN 37064-1844



From: Suzanne Simms
To: Michael Finney; Mark Floyd; Sarah Sloyan; Armando Lopez; Jennifer Sievertsen; Committee - HR
Cc: Dave Ramsey
Subject: Re: Sensitive Information
Date: Thursday, June 18, 2020 5:50:40 PM
Attachments: image001.png
image002.png
image003.png

Same

Suzanne Simms
SEVP, Consumer Division
Ramsey Solutions

From: Michael Finney <Michael.Finney@daveramsey.com>
Sent: Thursday, June 18, 2020 5:23:49 PM
To: Mark Floyd <Mark.Floyd@daveramsey.com>; Sarah Sloyan <sarah.sloyan@daveramsey.com>;
Armando Lopez <armando.lopez@daveramsey.com>; Jennifer Sievertsen
<jennifer.sievertsen@daveramsey.com>; Committee - HR <HRCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>
Subject: Re: Sensitive Information

Agree with Jen as well. Sad.

Get [Outlook for iOS](#)

From: Mark Floyd <Mark.Floyd@daveramsey.com>
Sent: Thursday, June 18, 2020 5:17:44 PM
To: Sarah Sloyan <sarah.sloyan@daveramsey.com>; Armando Lopez
<armando.lopez@daveramsey.com>; Jennifer Sievertsen <jennifer.sievertsen@daveramsey.com>;
Committee - HR <HRCommittee@daveramsey.com>
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From: Jen Sievertsen <jennifer.sievertsen@daveramsey.com>
Date: Thursday, June 18, 2020 at 4:48 PM
To: Armando Lopez <armando.lopez@daveramsey.com>, Committee - HR <HRCCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>, Michael Finney <Michael.Finney@daveramsey.com>
Subject: Re: Sensitive Information

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Date: Thursday, June 18, 2020 at 4:46 PM
To: Committee - HR <HRCCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>, Michael Finney

<Michael.Finney@daveramsey.com>

Subject: FW: Sensitive Information

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Armando Lopez | Executive Director of Human Resources

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From: Caitlin Eastwood <caitlin.eastwood@daveramsey.com>

Date: Thursday, June 18, 2020 at 4:44 PM

To: Armando Lopez <armando.lopez@daveramsey.com>

Subject: Sensitive Information

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Caitlin Eastwood | Technology Assistant

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FRANKLIN, TN 37064-1844



From: Michael Finney <Michael.Finney@daveramsey.com>
To: Suzanne Simms <Suzannes@daveramsey.com>
Subject: Re: Sensitive Information
Date: Fri, 19 Jun 2020 10:22:14 +0000
Importance: Normal
Inline-Images: image001.png; image002.png; image003.png

715.846.5912

From: Suzanne Simms <Suzannes@daveramsey.com>
Date: Friday, June 19, 2020 at 5:18 AM
To: Dave Ramsey <██████████>, Armando Lopez <armando.lopez@daveramsey.com>, Committee - HR <HRCommittee@daveramsey.com>
Cc: Michael Finney <Michael.Finney@daveramsey.com>, Daniel Ramsey <daniel.ramsey@daveramsey.com>
Subject: Re: Sensitive Information

Will do! Finney, make sure I get her number.

Suzanne Simms
Senior Executive Vice President
Business to Consumer Products and Services
Ramsey Solutions

From: Ramsey Dave ██████████
Date: Friday, June 19, 2020 at 5:10 AM
To: Armando Lopez <armando.lopez@daveramsey.com>, Committee - HR <HRCommittee@daveramsey.com>
Cc: Michael Finney <Michael.Finney@daveramsey.com>, Daniel Ramsey <daniel.ramsey@daveramsey.com>
Subject: RE: Sensitive Information

So sad. The reason she sent an email is she is scared and embarrassed. Jen or Suzanne please pick up the phone and call her today. Love her. Tell her we will work this out with her next week but she will be loved and cared for. Then next week we will follow the steps we did before. Lots of grace, care for the child, money, counseling, pastor support. We were thorough because that is the right thing to do.

Dave Ramsey, CEO
Ramsey Solutions
Visit www.DaveRamsey.com
615-371-8881



From: Armando Lopez <armando.lopez@daveramsey.com>
Sent: Thursday, June 18, 2020 4:47 PM
To: Committee - HR <HRCommittee@daveramsey.com>
Cc: Dave Ramsey <[REDACTED]>; Michael Finney <Michael.Finney@daveramsey.com>
Subject: FW: Sensitive Information

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